



Lehigh Valley Area School District
Administration Building - Board Room
1000 Union Street, Lehigh Valley, PA 18035
September 28, 2026 at 7:00 PM
Board Meeting Minutes

1. Opening Exercises

1.1. Call to Order

Board President, A. Matika called the Board Meeting to order at 7:18 PM.

1.2. Opening Exercises

Please rise, recite the Pledge of Allegiance and observe a moment of silence.



1.3. Meeting Announcements

A Board Meeting was held on August 24, 2026 at 7:00 PM in the District Administration Board Room.

An Executive Session was held on August 24, 2026 from 7:29-7:55 PM in the District Administration Conference Room for legal agency business discussions in accordance with Title 65 Section 708 (a) 5.

A Workshop Meeting was held on September 14, 2026 at 7:00 PM in the District Administration Board Room.

An Executive Session was held on September 14, 2026 at 7:40 PM in the District Administration Board Room for Personnel discussions in accordance with Title 65 Section 708 (a) 1.

An Executive Session will be held prior to the September 28, 2026 Board Meeting at 6:30 PM for Personnel discussions in accordance with Title 65 Section 708 (a) 1.

A Board Meeting will be held on September 28, 2026 at 7:00 PM in the District Administration Board Room.

A Workshop Meeting will be held on **Tuesday**, October 13, 2026 at 7:00 PM in the District Administration Board Room. (Note change of day due to Holiday)

A Board Meeting will be held on October 26, 2026 at 7:00 PM in the District Administration Board Room.

1.4. Roll Call

PR/AB

PR	Ms. Joy Beers	PR	Mr. Jeremy Glaush	PR	Dr. Alex Matika
PR	Mr. David Bradley	PR	Ms. Denise Hartley	PR	Ms. Heather Neff
PR	Mrs. Lory Frey	PR	Dr. William Howland	PR	Mr. Timothy Tkach

Also Present:

Mr. Jason Moser, Superintendent

Ms. Janine Partenio, Recording Secretary

Fred Kemmerer, Dave Krause, Christina Haupt, Jarrad Hedes, Xander Smith, Reagan Abelovsky, Adam Danner, Aiden Dugan, John Orsulak, Sandy Michalik, Gretchen Laviolette, Chris Lionetti via Google Meet & Atty. Tim Gilsbach via Google Meet.

1.5. Presentations/Recognition

None at the time.

1.6. Public Comment - Only on the Board's Proposed Approval of the Agenda as Presented or as Modified

None at the time.

1.7. Approval of Agenda

MOTION by J. Beers, SECONDED by J. Glaush, to approve the agenda as presented.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

1.8. Public Comment - Traditional Public Comment Period on Agenda Items Only

D. Bradley addressed the Board regarding the superintendent's evaluation process, asserting that objective evaluation requires verifiable data under Pennsylvania School Code. He noted that official statewide reporting for PSSA and Keystone exam results had been delayed by the Pennsylvania Department of Education for review, leaving districts with only preliminary, unverified school-level data. D. Bradley argued that the Board could not objectively grade the superintendent's performance or justify a salary increase without final comparison and trend data. He stated that Board members T. Tkach, L. Frey, B. Howland, A. Matika, and H. Neff had neglected their responsibility by failing to secure these reports prior to completing the evaluation. Following the expiration of his allotted three minutes, A. Matika thanked D. Bradley for his comments.

1.9. Reports

Reports will be given at this time.

1.9.A. Student Board Representatives Report

A. Danner provided an update on high school activities, reporting that SAT testing took place on September 12, accompanied by the return of study pods in subjects like biology and chemistry. He noted that meetings had begun for several extracurricular organizations, including FBLA, Aevium, Science Olympiad, Yearbook Club, Agriculture Club, Esports Club, and Chess Club. Regarding athletics, A. Danner highlighted the football team's 4-1 start to the season, ongoing soccer and cross-country events, open gyms for boys' and girls' basketball, baseball informational meetings, and practice schedules for sideline and competition cheerleading.

A. Dugan continued the report, recognizing National Honor Society senior members for volunteering at the Senior Expo on September 9. He noted that the Tribe Pride Store reopened on September 28 to incentivize positive student behavior, and the junior class began a Gertrude Hawk chocolate fundraiser on September 25. A. Dugan also reported that a Gettysburg diorama was installed in the history hallway on September 1, the senior class held a successful Senior Sunrise event on August 28, and regular college mini-fairs had resumed for students planning their post-secondary careers.

1.9.B. Superintendent Report

J. Moser presented the monthly Safe2Say Something summary report, noting 13 total tips received for the period across various categories, including self-harm, bullying, substance concerns, and threats. He explained that all tips are thoroughly investigated and closed out, often requiring coordination among student services, parents, and local law enforcement even when incidents occur off school grounds. Next, J. Moser outlined Pennsylvania's Act 13 building-level scoring system—formerly known as the SPP score—which evaluates schools on a 100-point scale based on academic achievement (40 points), PVAAS growth (40 points), and attendance or graduation rates (20 points), with additional weightings for academic rigor and socioeconomic demographics. Finally, J. Moser presented the timeline for the 2027-2028 budget development process, spanning internal building-level planning from October to January, board adoption of an Act 1 resolution in January, draft budget revisions through March, proposed final budget adoption by May 24, and final budget adoption scheduled by late June.

D. Bradley questioned when the Annual Financial Report (AFR) for the fiscal year ending June 2026 would be published and whether state law requires a third-party audit prior to its submission. C. Lionetti and Atty. T. Gilsbach stated they would verify the specific legal code regarding audit timing before submission. D. Bradley recommended incorporating explicit AFR completion and audit milestones into the formal budget calendar to ensure full financial transparency before board decisions are made. D. Bradley raised concerns regarding low PSSA and Keystone assessment scores and requested immediate Board action regarding the publishing timeline for the Annual Financial Report (AFR).

J. Moser noted that state submission deadlines for the AFR extend through December 31 and expressed intent to compile the document by November, though he emphasized that completion depends on independent third-party auditors. D. Bradley argued that the Board should receive raw financial expenditure data prior to completion of the third-party audit to enable timely oversight, compare metrics against peer districts, and allocate resources toward academic performance. J. Moser cautioned that entering unverified preliminary figures into state reporting tools prior to audit adjustments creates administrative inefficiency, but agreed to provide unverified prior-year expenditure reports to the Board by November 30. J. Beers supported adding the AFR timeline and legal audit requirements to the administrative budget calendar presented by J. Moser. A. Matika gavelled the exchange to order after the conversation digressed to past district practices.

1.9.C. Business Administrator Report

C. Lionetti presented a financial summary for the period ending August 31, representing the first two months of the fiscal year.

C. Lionetti reported that the district had collected \$6.2 million in local revenue, representing 24.48% of the \$25.3 million local revenue budget—a faster pace than the same period in the prior year. Total expenditures reached \$9.9 million, or approximately 19% of the \$51.5 million budget. C. Lionetti noted that the expenditure increase compared to the prior year was primarily due to timing differences, including earlier payments for employee health savings accounts and county special education services.

D. Bradley stated that under Pennsylvania School Code, the Annual Financial Report (AFR) is due to the state by October 31.

MOTION by D. Bradley, seconded by J. Glaush, to require administration to provide a preliminary AFR to the Board by October 15 for review prior to state submission.

J. Moser and C. Lionetti explained that compiling an unverified AFR by mid-October was overly aggressive due to the extensive line-by-line review of general and auxiliary funds, payroll accruals, and accounts payable entries required in coordination with external auditors. C. Lionetti and D. Hartley noted that the Pennsylvania Department of Education (PDE) routinely grants automatic extensions through November 30 without levying \$300 daily late penalties when districts act in good faith. D. Hartley and J. Moser emphasized the practical necessity of working within state extension allowances due to auditing schedules, whereas D. Bradley reiterated that the Board must enforce state statutory deadlines.

Following the discussion, A. Matika ruled the motion out of order, noting that formal motions cannot be entertained during officer and administrative reports, and closed the item.

1.9.D. LCCC Representative Report

D. Krause announced two major federal grant awards received by the college. First, LCCC was awarded a \$1.43 million Small Business Administration grant under the Empowerment to Grow initiative—one of only 11 technical schools nationwide selected—to fund a mobile laboratory delivering hands-on training in advanced manufacturing, mechatronics, and smart manufacturing directly to regional employer sites. Second, LCCC received a five-year, \$2.171 million Strengthening Institutions grant to establish non-credit to credit career pathways in high-priority fields, including electrical trades and biotechnology. D. Krause also congratulated August LCCC graduates from Lehigh, noting that several earned degrees through the district's Early College program.

1.9.E. CLIU Representative Report

J. Glaush reported on the recent Intermediate Unit board meeting, highlighting a student graduation from the Multiple Disability Support Behavioral program at Catasauqua High School. J. Glaush presented a DHOH Video and overview detailing the IU's Deaf and Hard of Hearing program, which currently serves eight Lehigh students through specialized instruction, American Sign Language interpreters, and vocational support at the Lehigh Career & Technical Institute. The report concluded with a brief review of the IU's human resources department.

Following the conclusion of reports, D. Bradley challenged A. Matika on whether a previously seconded motion raised during the Business Administrator report needed to be addressed.

Atty. T. Gilsbach clarified parliamentary procedure, advising that because the proposed item was not listed on the published meeting agenda, a motion to add the item to the agenda was required first, along with an explanation of why it was omitted at least 24 hours prior to the meeting.

1.9.F. Add Agenda Item - Preliminary AFR

MOTION by D. Bradley, SECONDED by J. Glaush to add to the agenda - Order the Administration to provide The Preliminary AFR Reporting to the Board by October 15, 2026, 2 weeks before it is officially due under state code, as Item 2.11.

This item was added to the agenda "to best meet the requirements the District is lawfully required to do, so the District does not neglect the state code."

Following no public comment, A. Matika called for clarification on the item being added.

The Board discussed the scope of the request. D. Bradley stated that the motion directs administration to provide the Board with a preliminary Annual Financial Report (AFR)—specifically including expenditure and revenue data categorized by function and account code—by October 15, two weeks prior to the state's October 31 filing deadline. J. Glaush and L. Frey questioned whether the administration could meet the October 15 timeline. C. Lionetti and J. Moser clarified that while a completed AFR would not be ready, raw prior-year expenditure and revenue data organized by function code could be exported from the district's accounting software.

Roll Call Vote:

	Yes	No	Absent	Abstention
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

Following the roll call vote, the Board designated the added preliminary Annual Financial Report (AFR) motion as item 2.11 under financial business. A. Matika then returned to the remaining committee reports under item 1.9.

1.9.G. CCTI Representative Report

H. Neff presented the Carbon County Technical Institute (CCTI) report, deferring a promotional video until the next meeting to save time. She announced that the CCTI public salon is open Thursdays and Fridays from 8:30 a.m. to 1:00 p.m., and the Harvest Cafe will host public luncheons on October 9 and November 13 from 11:00 a.m. to 1:00 p.m. H. Neff also noted that the search committee is progressing with interviews for a new Administrative Director to replace Mr. Reinbold, with an update expected within a month.

1.9.H. Lehighon Memorial Library Representative Report

D. Hartley presented the Lehighon Memorial Library report, referring to the autumn newsletter attached to the minutes. She highlighted upcoming community programs, including teen and adult events such as book tastings, game nights, trivia, craft sessions, and a paranormal investigation event on October 19. She also noted various recurring youth programs, including story times, STEAM Club, Lego Club, and Art Club.

1.10. Minutes

MOTION by J. Glaush, SECONDED by H. Neff, to approve the Minutes of the August 24, 2026 Board Meeting and the September 14, 2026 Workshop Meeting.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

D. Bradley voted No.

2. Financial Matters

2.1. 403B Payments

MOTION by W. Howland, SECONDED by H. Neff, to approve the 403(b) adjustment payments.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.2. Donations/Local Grants

MOTION by J. Beers, SECONDED by L. Frey, to approve the following donations/local grants:
An Elliptical machine donated to the District by Mr. David Krause.

H. Neff and A. Matika expressed appreciation to D. Krause. D. Bradley raised questions regarding equipment safety checks, district liability, and donor indemnification upon deployment of the machine in the middle school weight room. J. Moser confirmed that the district assumes ownership of donated items, will inspect the machine to ensure it is fully functional prior to use, and agreed to review liability considerations before deploying it.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.3. 2026-27 Feminine Hygiene Products Program Grant

MOTION by J. Glaush, SECONDED by H. Neff, to accept the 2026-27 Feminine Hygiene Products Program Grant in an award amount of \$3,696.99.

The Shapiro Administration is committed to ensuring students' health, wellness, and safety, and believes no student should miss school because they cannot afford menstrual products. With this support, schools can reduce unnecessary absences and promote student well-being by providing free access to these products. The enacted 2026-27 state budget includes \$3 million for schools to increase student access to menstrual products. The funding, pursuant to Section 2505.1 of the Public School Code, allows schools to purchase menstrual product dispensers as one-time purchases and procure menstrual products to make available to students at no cost both at school and for take-home use.

In response to an inquiry from D. Bradley regarding product placement, S. Michalik clarified that the products will be distributed through the nurse's office, the district's homeless liaison/hygiene help program, and female restrooms.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.4. Additional VBA Agreement

MOTION by J. Glaush, SECONDED by H. Neff, to approve a second Vision Benefit Contract with the Lehigh Area School District, which incorporates and supports the terms and provisions of the newly negotiated Lehigh Area Educational Support Personnel Association Agreement.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.5. Food Service Transfers

MOTION by T. Tkach, SECONDED by L. Frey, to make the following transfer from the General Fund to the Food Service Fund as per the Reimbursements from the Commonwealth:

August 2026

NSLP Lunch Federal \$30,738.55

NSLP Breakfast Federal \$9,616.60

NSLP State Lunch \$1,123.44

NSLP State Breakfast \$3,300.53

CACFP Child & Adult Care Food Program \$391.16

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.6. Per Capita/Occupational Tax Exemptions

MOTION by H. Neff, SECONDED by J. Glaush, to approve the Per Capita and/or Occupational Tax Exemptions for September 2026.

J. Glaush commented on the substantial length of the monthly exemption list, noting that a majority of applicants were retirees or unemployed residents. J. Glaush and D. Bradley emphasized the importance of public awareness, advising community members that retired or unemployed individuals, or those with recent changes in employment status, are eligible to submit applications to adjust or exempt their occupational and per capita tax obligations.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.7. Per Capita/Occupational Tax Refunds

MOTION by T. Tkach, SECONDED by H. Neff, to approve the Per Capita and/or Occupational Tax refunds for September 2026.

-Cynthia Henritz - 2026 Occupation Tax - \$122.50 - Retired -Chris May - 2026 Occupation Tax - \$122.50 - Retired

-Steven Smith - 2026 Occupation Tax - \$122.50 - Retired

-Michael Flick - 2026 Occupation Tax - \$122.50 - Unemployed

D. Bradley reiterated his public service announcement regarding tax adjustments and requested that information on tax exemption and refund eligibility be prominently displayed on the district website.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.8. Activities Funds

MOTION by J. Glaush, SECONDED by J. Beers, to approve the Lehigh Area High School and Lehigh Area Middle School Activities Funds for August 2026.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.9. Financial Reports

MOTION by J. Glaush, SECONDED by H. Neff, to approve the Financial Reports for August 2026.

August 2026

Condensed Board Summary

Expenditure Report

Revenue Report

Treasurer's Report

Fund Summary

D. Bradley inquired whether the individual Treasurer's report was included alongside the consolidated board summary and expenditure reports. D. Hartley confirmed that the Treasurer's report was uploaded and present within the agenda materials. D. Bradley asked to view the document which was shared via projection during the meeting.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.10. Payment of Bills

L. Frey requested to pull the Educational Management (EDM) invoice from the payment list pending an itemized breakdown. L. Frey explained that prior EDM invoices detailed work by quarter-hour increments, whereas the current invoice only listed a lump-sum descriptor of "business administrator duties." D. Hartley, J. Glaush, and D. Bradley concurred that pulling the invoice was necessary to ensure Board-wide access to itemized records before disbursement.

In response to concerns raised by W. Howland regarding late fees or contract arrears, L. Frey and J. Moser clarified that district contracts permit a 45-day window for uncontested bills, and contesting the invoice for itemization provides the necessary window to process the request. J. Moser expressed confidence that the vendor relationship would allow time to receive the itemized invoice without penalty.

A - MOTION by L. Frey, SECONDED by J. Glaush, to pull the August 2026 EDM invoice from the September bill payments, formally contest the current billing format to request a line-item invoice, and distribute the itemized documentation to the full Board for review prior to approval at a subsequent meeting.

Roll Call Vote:

	Yes	No	Absent	Abstension
Ms. Joy Beers, Member	0	X	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 8 NO - 1 ABSENT - 0 ABSTENTIONS - 0

B - MOTION by J. Glaush, SECONDED by H. Neff, to approve the following payment of bills for September 2026, excluding the EDM Invoice:

General Fund:

--Non-Negotiable \$1,430,115.22

--Regular Checks \$2,381,889.97

--Credit Card \$ 0.00

Debit Card: \$ 3,485.88

Payroll (August): \$1,461,331.23

Capital Reserve: \$ 44,171.14

Food Service Fund: \$ 68,775.83

Total: **\$5,389,769.27**

J. Glaush and Board President A. Matika confirmed that public comment was open, though no members of the public came forward. Board member D. Bradley noted that the single-page summary for payroll reflected approximately \$3.2 million of the bill total.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

2.11. Preliminary AFR

MOTION by D. Bradley, SECONDED by J. Glaush, to order the Administration to provide the Preliminary AFR reporting to the Board by October 15, 2026, 2 weeks before it is officially due under the state code.

W. Howland inquired whether the October 15 delivery date was attainable. J. Moser affirmed that administration could provide prior-year revenue and expenditure data as currently booked with assigned function codes, but clarified that it would not be delivered in the formal, finalized AFR state filing format. Board members D. Bradley, J. Beers, J. Glaush, L. Frey, and D. Hartley discussed the wording, agreeing that providing the current working data and code classifications satisfies the intent of a preliminary AFR.

Roll Call Vote:

	Yes	No	Absent	Abstension
Ms. Heather Neff, Vice-President	0	X	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Dr. Alex Matika, President	0	X	0	0

Vote: YES - 7 NO - 2 ABSENT - 0 ABSTENTIONS - 0

D. Krause stated there was no public comment offered prior to the vote and provided public comment, stating that the administration had already agreed to provide the underlying financial data earlier in the meeting and criticizing the extended debate as a waste of time. D. Bradley noted that public comment on the substantive motion had been omitted prior to the roll call, raising a potential Sunshine Act compliance issue. He explained that there should be a re-vote because some Members may vote differently due to D. Krause's comment. Atty. T. Gilsbach advised that having received public comment, the Board could cure any procedural oversight by re-voting on the motion. A. Matika then reopened the floor for any additional public comment prior to taking a second roll-call vote. There was none

2nd Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Heather Neff, Vice-President	0	X	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	0	X	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Dr. Alex Matika, President	0	X	0	0

Vote: YES - 6 NO - 3 ABSENT - 0 ABSTENTIONS - 0

3. Personnel

3.1. * Consent Agenda

MOTION by H. Neff, SECONDED by L. Frey, to approve Consent Agenda items *3.2-*3.4.

J. Moser recognized the pending retirements of district staff members J. Yescavage, R. Sharrow, and D. Haberman, thanking them for their dedicated service and noting that their combined tenure represents nearly 100 years of service to the school district.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.2. * Extracurricular Advisors

Approve the following Candidates for Extracurricular Advisor Positions:

Kathleen Martin - High School FBLA Advisor at a stipend of \$1,800.00.

Kevin Kotch - Middle School FBLA Advisor at a stipend of \$1,800.00.

3.3. * Resignation for Retirement

Accept the following resignations for retirement, with appreciation:

Joseph Yescavage - Middle School Science Teacher, effective at the end of the 2026-2027 school year after 30.84 years of service to the District.

Timothy Sharrow - Middle School Health & Physical Education Teacher, effective at the end of the 2026-2027 school year after 36.88 years of service to the District.

Terry Haberman - High School Learning Support Teacher, effective at the end of the 2026-2027 school year after 30.84 years of service to the District.

3.4. * Pre-Approval of Employee Continuing Education Courses

Approve the following requests for pre-approval of courses/Programs of Study for employee continuing education:

Employee #1085 - June 28-July 21, 2026 - An Educator's Guide to Managing and Solving Discipline Problems (Level II - up to \$602.00 per credit).

Employee #1085 - June 28-July 21, 2026 - ADHD: An Educator's Guide (Level II - up to \$602.00 per credit).

3.5. Superintendent Performance Evaluation

MOTION by W. Howland, SECONDED by L. Frey, to approve the Resolution regarding the Annual Performance Evaluation of Superintendent Jason Moser.

MOTION by D. Bradley, to postpone this item. Motion Failed for lack of Second.

D. Bradley spoke against adopting the resolution without finalized, objective statewide performance data from the Department of Education. He argued that evaluating the Superintendent or issuing performance ratings without official test metrics lacks fidelity under the Pennsylvania School Code and could expose the district to legal liability or defame the Superintendent.

MOTION by D. Bradley, to postpone this item. Motion Failed for lack of Second for a second time.

Roll Call Vote on item 3.5:

	Yes	No	Absent	Abstention
Mr. David Bradley, Member	0	X	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	0	0	0	X
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 7 NO - 1 ABSENT - 0 ABSTENTIONS - 1

J. Beers abstained from the vote due to being absent at the September 14, 2026 Meeting.

3.6. Resignations

MOTION by H. Neff, SECONDED by L. Frey, to accept the following resignations, with regret:

Kristel Orsulak as mentor of Rachel Mark, effective September 15, 2026.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.7. Candidates for Employment

MOTION by J. Glaush, SECONDED by W. Howland, to approve the following candidates for employment in accordance with the respective contracts:

Denise Gerber - Community Volunteer at the Elementary Center, effective September 29, 2026, pending any necessary paperwork.

Lindsey Newhard - LPN for the 2026/2027 school year at a prorated contracted salary of \$34,402.00 effective upon the submission of all required paperwork.

Breanna Belcher - Part-Time Cleaner at \$13.50 per hour, effective September 29, 2026, pending any necessary paperwork.

Joshua Kemmerer - Part-Time Cleaner at \$13.50 per hour, effective September 29, 2026, pending any necessary paperwork.

Amy Quigley - Elementary Center Lunch Aide at an hourly rate of \$12.52, effective September 29, 2026, pending any necessary paperwork.

Deborah Rex - Elementary Center Lunch Aide at an hourly rate of \$12.52, effective September 29, 2026, pending any necessary paperwork.

Cory Hartsell - After-School Lobby Supervisor at the High School (Substitute) at a rate of \$37.00 per hour.

Candidates for After-School Lobby Supervisors for the Middle School at a rate of \$37.00 per hour:

Tim Sharrow

Erica Pagotto

Grace Kern - After-School Lobby Supervisor for the Middle School at current hourly rate of pay.

Kristel Orsulak - mentor for Jennifer Grima in the role of Gifted Teacher at the contracted rate of \$37.00 per hour.

Anna Leigh Conway - mentor for Lydia Weller in the role of Gifted teacher at the contracted rate of \$37.00 per hour.

Marissa Andrews - mentor to Rachel Mark for the 2026/2027 school year at the contracted rate of \$37.00 per hour not to exceed 16 hours.

Kevin Kotch - Business/Computers K-12 department head at a contracted stipend of \$1,800.00.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.8. Candidates for Athletic Coaching/Manager Positions

MOTION by H. Neff, SECONDED by L. Frey, to approve the following Candidates for Athletic Coaching/Manager positions:

Rachel Krajcicik - Volunteer Volleyball Coach

Fall Game Manager for the 2026-2027 School Year at \$21.00 per hour:

Jordan Cook

Winter Game Managers for the 2026/2027 year at \$21.00 per hour:

Tim Sharrow

Ron Rabenold

Renee Marciante

Diane Brownmiller

Chris Knappenberger

Spring Coaches for the 2026-2027 School Year:

Zachary Searfoss - Baseball Assistant Coach at a stipend of \$3,925.07.

Anthony Rossino - Baseball Assistant Coach at a stipend of \$3,925.07.

John Cooper - Baseball Assistant Coach at a stipend of \$3,925.07.

Justin Jachowicz - Volunteer Baseball Coach

John Searfoss - Volunteer Baseball Coach

Michael Birnbaum - Volunteer Baseball Coach

Magdelynn Wigoda - Softball Assistant Varsity Coach at a stipend of \$3,925.07.

Dan Myers - Softball Assistant Varsity Coach at a stipend of \$3,925.07.

Nicole Salerno - Softball Assistant Junior High Coach at a stipend of \$3,925.07.

Abbie Miller - Softball Assistant Junior High Coach at a stipend of \$3,925.07.

Empress Matos - Assistant Varsity Track and Field Coach at a stipend of \$3,925.07.

Darren Frehulfer - Assistant Varsity Track and Field Coach at a stipend of \$3,925.07.

Justin Leininger - Assistant Varsity Track and Field Coach at a stipend of \$3,925.07.

Tim Sharrow - Assistant Middle School Track and Field Coach at a stipend of \$3,827.82.

Anthony Pagotto - Assistant Middle School Track and Field Coach at a stipend of \$3,827.82.

Jennifer Kunkel - Assistant Middle School Track and Field Coach at a stipend of \$3,827.82.

J. Glaush inquired whether Athletic Director candidate onboarding included ensuring coaches review and sign off on the official coaching handbook. J. Moser confirmed that the Athletic Director enforces this requirement for all coaching staff.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.9. Candidates for the Substitute List

MOTION by J. Glaush, SECONDED by H. Neff, to approve the following list of requested candidates for the 2026-2027 Substitute List, pending any necessary paperwork:

Sharon Focht - Substitute Teacher

Anne Hummel - Substitute Teacher

Alexander Danielson - Substitute Teacher

Rhonda Rupell - Substitute Teacher

Craig Millard - Substitute Teacher

Antonio Perilli - Substitute Teacher

Emma Babula - Substitute Teacher

Alexandra Costa - Substitute Teacher

Julee Phillips - Substitute Teacher
Sheral Anderson-Bamford - Substitute Nurse
Erin Gillis - Substitute Paraprofessional/Lunch Aide
Janelle Taylor - Substitute Paraprofessional
Savanna Becker - Substitute Paraprofessional
Grace Kern - Substitute Cleaner
Stephen Hess - Substitute Lunch Aide
Jessica Schoch - Substitute Lunch Aide
Brionna White - Substitute Lunch Aide

H. Neff expressed satisfaction with seeing retired district teachers returning to serve as substitute educators, a sentiment echoed by J. Moser.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.10. Tenure

MOTION by J. Beers, SECONDED by T. Tkach, to acknowledge Tenure for the following professionals:

Mackenzie Rosenberger
Andrew Hozza
Kacie Rankovich
Zachary Searfoss
Lori Hoppes
William Schoener
Brie Holst
Jessica Lawrence

W. Howland inquired about the specific qualifications and contract status changes associated with achieving tenure. J. Moser explained that tenure requires three consecutive full years of service with six satisfactory semi-annual evaluations on file, becoming effective on the first day of the employee's fourth year. L. Frey and J. Moser noted that this milestone transitions individuals from temporary professional employees to permanent professional employees, moving them from step three to step four on the salary schedule without altering contract terms. J. Moser further clarified that the item requires Board acknowledgment rather than formal approval, as tenure status is automatically conferred by Pennsylvania School Code once the statutory requirements are fulfilled. A. Matika concluded by offering congratulations to the recognized staff members.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.11. Professional Development

MOTION by L. Frey, SECONDED by H. Neff, to approve the following Professional Development opportunities: **Employee #1816** to attend the Attendance/Child Accounting Professional Association Fall Conference at Hotel Hershey from November 4-6, 2026 at a total cost up to \$1,000.00, including Registration, Lodging and Travel.

Employee #1524 and **#1837** for the ASPP Annual Fall Conference 2026 held from November 18-19, 2026 in Harrisburg, PA 17111 at a cost up to \$1,000.00 for Registration, Lodging and Travel.

Employee #1852 to attend the PAGE2026 Connecting in the Commonwealth Conference in Harrisburg, PA, October 26-27, 2026, at a cost not to exceed \$800 paid out of the 2026/2027 Professional Development Budget.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.12. George's Transportation Driver

MOTION by J. Glaush, SECONDED by H. Neff, to approve Lawrence Falk as George's Transportation Company, Inc. additional school bus driver, pending any necessary paperwork.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3.13. FMLA

MOTION by J. Glaush, SECONDED by H. Neff, to acknowledge FMLA leaves for the following employees, not to exceed 12 weeks:

Employee #1880 - FMLA Leave September 18-29, 2026.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4. Programs

4.1. * Consent Agenda

MOTION by J. Glaush, SECONDED by H. Neff, to approve Consent Agenda items *4.2-*4.3.

J. Glaush and D. Bradley commended the graduating students on their achievement and wished them well in their future endeavors.

Roll Call Vote:

	Yes	No	Absent	Abstension
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4.2. * Early Graduation Requests

Approve the Early Graduation Requests for the following students:

56890
56041
56955
61212

4.3. * National Student Clearinghouse

Approve the subscription with National Student Clearinghouse for StudentTracker at an annual cost of \$525.

4.4. Affiliation Agreement

MOTION by J. Glaush, SECONDED by H. Neff, to approve the Affiliation Agreement between the Lehigh Area School District and Wilmington University for the purpose of providing experiential learning for nursing students preparing for professional nursing roles.

Roll Call Vote:

	Yes	No	Absent	Abstension
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4.5. PHEAA Agreement

MOTION by J. Glaush, SECONDED by H. Neff, to approve the PHEAA High School Remote Access, Confidentiality & Indemnification Agreement, & Authentication

This agreement will provide Lehigh Area School District to access to a report from PHEAA about our students' completion of the FAFSA which is a new state requirement.

J. Moser explained that the agreement aligns with new state requirements mandating that high school students either complete the Free Application for Federal Student Aid (FAFSA) or submit an official opt-out form. J. Moser noted that while the district is legally required to make reasonable efforts to provide FAFSA information and track completion data through PHEAA reporting, the law explicitly prohibits withholding diplomas from students who do not complete the application.

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Denise Hartley, Member	X	0	0	0
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4.6. Lehigh Valley Health Network Post-Season Trainer Coverage Agreement

MOTION by J. Glaush, SECONDED by H. Neff, to approve the agreement for athletic training coverage for post season events held at Lehighton where Lehighton is not one of the programs participating.

J. Moser clarified that while the agreement outlines specific coverage costs, the expenses do not represent net costs to the school district. J. Moser explained that for postseason and playoff-level athletic events, trainer fees are fully reimbursed to the host school by the league, PIAA District, or PIAA, rendering the coverage expenses essentially a wash.

Roll Call Vote:

	Yes	No	Absent	Abstention
Dr. William Howland, Member	X	0	0	0
Ms. Heather Neff, Vice-President	X	0	0	0
Mr. Timothy Tkach, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. David Bradley, Member	X	0	0	0
Ms. Lory Frey, Treasurer	X	0	0	0
Mr. Jeremy Glaush, Member	X	0	0	0
Ms. Denise Hartley, Member	X	0	0	0
Dr. Alex Matika, President	X	0	0	0

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4.7. School Enrichment Journeys

MOTION by H. Neff, SECONDED by L. Frey, to approve the following School Enrichment Journey requests:

- **LAMS Science Olympiad (Anna Leigh Conway)** - February 13, 2027 - 6:00 AM-6:00 PM- Mountain View Middle School - Mechanicsburg, PA - to compete in the Eagle Invitational Competition.
- **LAMS Science Olympiad (Anna Leigh Conway)** - March 10, 2027 - 7:00 AM-6:00 PM- Penn State - Wilkes-Barre - to compete in the Regional Science Olympiad Competition.
- **LAMS 6/7&8 Grade Band (Renee Marciante)** - October 15 & 16, 2026 - 8:45 AM-12:00 PM - Allentown Symphony Hall - America 250 Youth Concert.
- **LAMS 7/8 Grade Band & Chorus (Dana Kacyon & Renee Marciante)** - June 4, 2027 - Time TBD - Hershey Park - Performance and Adjudication.
- **LAMS Show Choir (Dana Kacyon)** - April/May (Date & Time TBD) - Coca Cola Park Iron Pigs - Sing the National Anthem.
- **LAMS Student Advisory Council** (Theresa Kokinda) - June 3, 2027 - 9:00 AM-6:30 PM - Knoebel's Amusement Resort - SAC Reward.
- **LAEC Pre-K (Lori Hoppes)** - September 30, 2026 - AM Class 9:00-11:00 AM/PM Class 12:00-2:00 PM - Yensers Tree Farm - Visit Farm/Fall Festival Activities.

- **LAEC Kindergarten (Brooke Broyles)** - October 9, 2026 - Times TBD - Yensers Tree Farm - PTO Sponsored Fall Festival Activities.
- **LAEC 1st Grade (Brooke Broyles)** - October 5, 2026 - Times TBD - Yensers Tree Farm - PTO Sponsored Fall Festival Activities.
- **LAEC 2nd Grade (Brooke Broyles)** - October 1 & 2, 2026 - Times TBD - Yensers Tree Farm - PTO Sponsored Fall Festival Activities.
- **LAEC 3rd Grade (Brooke Broyles)** - September 24 & 25, 2026 - Times TBD - Yensers Tree Farm - PTO Sponsored Fall Festival Activities.
- **LAEC 4th Grade (Brooke Broyles)** - October 15, 2026 - Times TBD - Mazezilla - PTO Sponsored Fall Festival Activities.
- **LAEC 5th Grade (Brooke Broyles)** - October 13, 2026 - Times TBD - Mazezilla - PTO Sponsored Fall Festival Activities.
- **LAEC Grades K-2 (Brooke Broyles)** - December 16, 2026 (Snowdate - December 17, 2026) - Times TBD - Penn's Peak - PTO Sponsored Holiday Movie.
- **LAEC Grades 3-5 (Brooke Broyles)** - December 15, 2026 (Snowdate - December 17, 2026) - Times TBD - Penn's Peak - PTO Sponsored Holiday Movie.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4.8. Use of School Property

MOTION by J. Glaush, SECONDED by L. Frey, to approve Use of School Property for the following requests:

- **Good News Club with Child Evangelism Fellowship of Carbon - Lehigh Counties, Inc. (Erica Pagotto)** - Thursdays during November 19, 2026- March 18, 2027 - Dismissal-4:00 PM - Middle School Classroom - Weekly Good News Club Meetings with Youth.
- **Good News Club with Child Evangelism Fellowship of Carbon - Lehigh Counties, Inc. (Erica Pagotto)** - Tuesdays during November 17, 2026-March 23, 2027 - Dismissal-5:00 PM - Elementary Center Cafeteria & Classrooms - Weekly Good News Club Meetings with Youth.
- **Leighton Boys Basketball (Will White)** - October 4, 11, 18, 25 and November 1 & 8, 2026 -12:00-2:00 PM - Elementary Center Gym - Open Gym.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

4.9. Disposal of Surplus Property

MOTION by J. Glaush, SECONDED by W. Howland, to approve the disposal of the attached unneeded surplus, unusable, and/or obsolete property from the District that is consuming valuable storage space according to policy 706.1.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

5. Miscellaneous

None at the time.

6. Old Business

None at the time.

7. New Business for Discussion

None at the time.

8. Communications

8.1. Director's Concerns

None at the time.

8.2. Public Comment

D. Bradley criticized the absence of items listed under Old Business, asserting that ongoing matters were being omitted from meeting agendas. Board member J. Glaush suggested maintaining a running list of pending Old Business items for periodic review—even when no official updates are available—to keep the Board and public informed. A. Matika acknowledged the recommendation.

In response to inquiries regarding the pending traffic signal project, J. Moser reported that he had recently reached out to the state engineer and copied the district solicitor for an update. J. Moser noted that the project is currently in PennDOT's hands for formal plan approval or revisions. J. Glaush raised concerns regarding potential cost increases due to PennDOT delays, which J. Moser acknowledged.

D. Bradley re-stated his objections regarding the Superintendent's annual evaluation, alleging that the Board failed to comply with Section 107.3.1 of the Pennsylvania School Code by proceeding without finalized state objective performance data. In response, A. Matika noted that Atty. T. Gilsbach confirmed the Board remains in full lawful compliance with statutory evaluation requirements.

D. Bradley raised concerns regarding unresolved formal written complaints submitted to the Board, advocating for formal board review and adjudication under policy guidelines. J. Moser confirmed receipt of one individual complaint as well as a larger volume of communications regarding a separate topic.

8.3. Adjournment

MOTION by H. Neff, SECONDED by L. Frey, to adjourn the Meeting.

YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

The September 28, 2026 Board Meeting was adjourned at 9:21 PM.

Respectfully Submitted,

Rebecca Karpowicz, Board Secretary
By Janine Partenio, Recording Secretary